

# High Sick Leave Consumption Metro Parks



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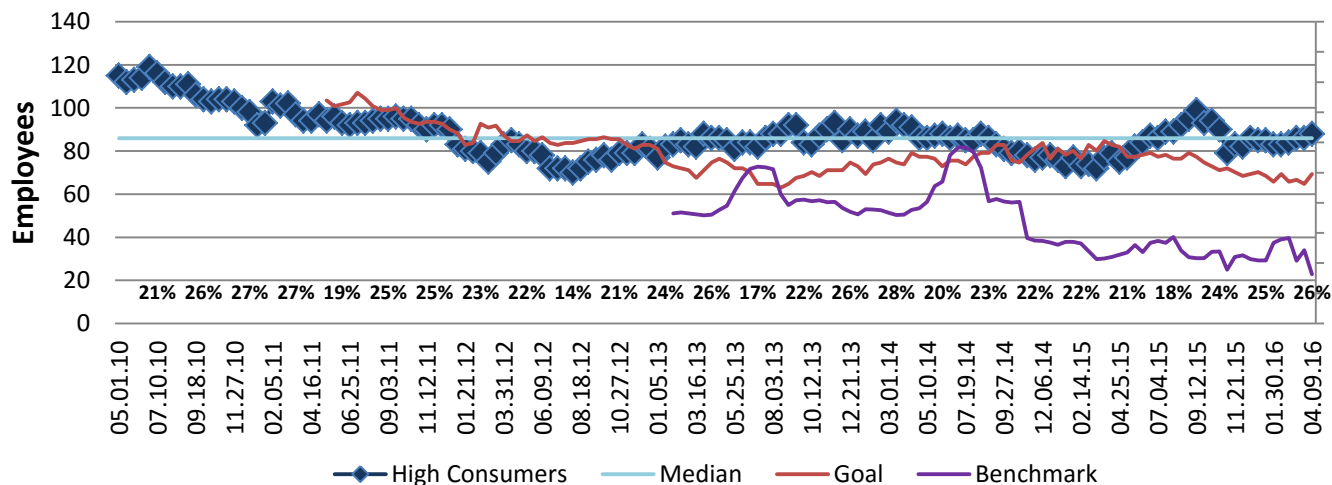
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY15 Avg.= 83 Employees Goal: Reduce the high number of employees by 10% of same month in previous year  Benchmark: 6.74% LMG Top Quartile 04/09/16	Data Source: Payable Time Peoplesoft  Goal Source: Scope Summary  Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions Measurement Method: # of employees who used 9 or more out of 12 sick <sup>1</sup> days in a 12 month period; rate calculated by dividing by total employees  Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Determine which root cause driver to address

## How Are We Doing?

04.27.14-04.09.16 Rolling 52wk Avg Goal	04.27.14-04.09.16 Rolling 52wk Avg		04.12.15-04.09.16 Goal	04.12.15-04.09.16 Actual	
<b>73</b>	<b>86</b>		<b>69</b>	<b>88</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.